



**COUNTY OF SAN DIEGO
SUMMARY OF EXECUTIVE BENEFITS**

**UNCLASSIFIED BENEFIT PROGRAM
(UCL)**

Employees in classifications designated as EM, EO, NA, NE, SD1, and UM are eligible for basic and executive benefits in accordance with Section 5.1.2 of the County Compensation Ordinance.

VACATION (Section 4.2.1 - Compensation Ordinance)

Accruals are credited on a biweekly basis and available for use as it is accrued: 15 days (1 through 4 years of service), 20 days (5 through 14 years of service), 25 days (15 years of service and over). Year to year carry-over accruals are limited to 2^{1/2} times the employee's annual rate.

SICK LEAVE (Section 4.2.2 - Compensation Ordinance)

At time of hire, an employee is credited ten days reserve sick leave pending normal accrual during the first year of employment. Thereafter, accruals are credited on a biweekly basis and available for employee use once credited. Employees accrue 13 days of sick leave each year.

HOLIDAYS (Section 5.9.1 & 5.9.2 - Compensation Ordinance)

There are eleven regular holidays annually: New Years Day, Martin Luther King Day, Cesar Chavez Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 days), Christmas Day. Employees who have paid service during the second pay period of the fiscal year will receive 16 hours of floating holiday hours to use at their discretion (with supervisory approval). A maximum of 24 floating holiday hours may be accrued.

MISCELLANEOUS PAID LEAVE (Sections 4.2.3; 4.2.4; 4.2.5 & 4.2.6 - Compensation Ordinance)

Injury Leave - 75% of normal salary when unable to work due to work related injury; Military Leave - 30 days/fiscal year to report for active or inactive duty; Bereavement Leave - 3 days for the death and/or funeral of immediate family member; Jury Duty - when required by court order to act as juror/prospective juror.

FLEXIBLE BENEFIT PLAN (Section 5.1.2 - Compensation Ordinance)

The County's flexible benefit program gives you the freedom to choose from a menu of benefits. These benefits are paid on a pre-tax basis (excluding supplemental life insurance). The twice-monthly benefit credits paid by the County are:

Employee Only	Employee + 1 Dependent	Employee + 2 or More Dependents
\$293.00	\$425.00	\$595.00

MEDICAL INSURANCE (Section 5.1.6 - Compensation Ordinance)

Employees may elect coverage under any of the health plans offered by: Anthem Blue Cross or Kaiser Permanente. There is also a health insurance waive option for those employees who have coverage elsewhere. Eligible dependents are covered through the end of the month in which they turn age 26.

DENTAL INSURANCE (Section 5.1.6 - Compensation Ordinance)

Employees may elect coverage under one of two dental plans offered by Delta Dental: PPO or the DHMO plan. Eligible dependents are covered through the end of the month in which they turn age 26.

VISION INSURANCE (Section 5.1.6 - Compensation Ordinance)

Employees may elect coverage under Vision Service Plan (VSP) freedom of choice of providers. Eligible dependents are covered through the end of the month in which they turn age 26.

DEFERRED COMPENSATION

Employees may elect to defer a portion of their compensation to a 457 Plan and/or a 401A Plan. The administrator of both plans is Nationwide Retirement Solutions. Contact Deferred Compensation at (619) 531-5840 for additional information.

PLAN COSTS (Section 5.1.6 - Compensation Ordinance)

Listed below are the twice-monthly costs of each plan offered by the County of San Diego

	Plan Name	Employee Only	Employee +1 dependent	Employee +2 or more dependents
Medical	Anthem Blue Cross PPO (Prudent Buyer)	\$435.97	\$871.92	\$1,233.77
	Anthem Blue Cross California Care/Full Access HMO	\$654.65	\$1,309.29	\$1,852.67
	Anthem Blue Cross Select HMO	\$294.54	\$588.99	\$833.39
	Anthem Blue Cross High Deductible Plan	\$299.99	\$599.99	\$848.98
	Kaiser HMO	\$214.05	\$428.10	\$605.75
	Kaiser High Deductible Plan	\$167.09	\$334.18	\$472.87
Dental	Delta Dental DHMO	\$6.84	\$12.36	\$15.83
	Delta Dental PPO	\$21.47	\$42.93	\$61.31
Vision	VSP	\$4.45	\$10.28	\$13.93

LIFE INSURANCE (Section 5.3.1 & 5.4.1 - Compensation Ordinance)

The County provides a basic policy of two-times annual salary with a minimum of \$50,000 and a maximum of \$500,000 for each employee. There is also a \$2,000 benefit for legal spouse and each child from birth to 26 years of age. Additional employee life insurance coverage of 1, 2, or 3 times annual salary is available under the County's flexible benefit plan. These plans are underwritten by MetLife.

ACCIDENTAL DEATH & DISMEMBERMENT (Section 5.4.1 - Compensation Ordinance)

The County provides a basic policy of two-times annual salary with a minimum of \$50,000 and a maximum of \$500,000 for each employee. Additional employee life insurance coverage of 1, 2, or 3 times annual salary is available under the County's flexible benefit plan. Family coverage is also available at the same level of coverage. These plans are underwritten by MetLife.

FLEXIBLE SPENDING ACCOUNTS (FSA) (Section 5.1.6 - Compensation Ordinance)

Employees can pay for certain health care and dependent day care expenses with tax-free dollars under the County's flexible benefit plan. The Health Care FSA is used to pay for medical, dental and vision expenses that are not covered by a health plan. The Dependent Day Care FSA is used to pay for child care or care for other dependent family member(s).

HEALTH SAVINGS ACCOUNT (HSA)

Employees can open an HSA account to pay for or reimburse qualified health expenses and save for medical and retiree health expenses on a tax-free basis. Funds roll over and accumulate year to year if not spent. Can only be selected with a high deductible plan.

LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT (LPFSA)

Employees can use a LPFSA in conjunction with a Health Savings Account (HSA). The program allows you to put away money on a tax-free basis to pay for dental and vision expenses not covered by insurance.

LONG TERM DISABILITY (Section 5.4.1 - Compensation Ordinance)

Plan pays 66 2/3% of monthly salary with a maximum benefit of \$12,000 per month. Benefits start 30 days after disability commences and continues to either age 65 or until disability ends. This plan is underwritten by Standard Insurance Company and is paid by the County.

RETIREMENT (Section 5.6.1 & 5.6.2 - Compensation Ordinance)

The San Diego County Employees Retirement Association (SDCERA) provides a defined benefit pension plan. Permanent employees automatically become members and contribute to their benefit from each biweekly paycheck. The County may pay a portion of the employee's contribution, depending on their tier. Contact SDCERA at (619) 515-6800 or visit www.sdcera.org for additional information.

AUTOMOBILE ALLOWANCE (Section 496 - County Administrative Code)

Executive employees with appointing authority receive a monthly allowance for use of a non-County vehicle to conduct County business. (Note: Assistant department heads and deputy directors are not eligible for an automobile allowance. However, they are eligible for mileage reimbursement.)

RELOCATION ALLOWANCE (Section 472 - County Administrative Code)

Expenses up to a limit of \$10,000 (for unclassified management) and \$15,000 (for executive management) may be reimbursed for personal transportation, moving expenses for household goods and/or temporary housing. This benefit requires prior approval by the Board of Supervisors or Chief Administrative Officer.

TRANSIT PASS PROGRAM (Section 495 - County Administrative Code)

County contributes up to \$85 monthly towards purchase of a bus, trolley or Coaster Pass.